

~ ~ Inventor search

21/3,K/10 (Item 5 from file: 349)
DIALOG(R) File 349: PCT FULLTEXT
(c) 2008 WIPO/Thomson. All rts. reserv.

00939279 **Image available**

SYSTEM FOR EMBEDDING CORRELATED PERFORMANCE
MEASUREMENTS
SYSTEME PERMETTANT D'INCORPORER DES MESURES DE
PERFORMANCE CORRELEES

Patent Applicant/Assignee:

INTERNATIONAL BUSINESS MACHINES CORPORATION, New Orchard Road,
Armonk, NY

10504, US, US (Residence), US (Nationality)

IBM UNITED KINGDOM LIMITED, P O Box 41, North Harbour, Portsmouth,
Hampshire PO6 3AU, GB, GB (Residence), GB (Nationality), (Designated
only for: MG)

Inventor(s):

MILLS Nathaniel III, 16 Deer Hill Lane, Coventry, CT 06238, US,
KRUEGER LeRoy Jr, 3112 Royal Troon, Woodstock, GA 30189, US,
KRISHNAKUMAR Srirama Mandyam, 2 Montana Place, White Plains, NY
10607, US

SQUILLANTE Mark, 21 Scofield Road, Pound Ridge, NY 10576, US,
HELLERSTEIN Joseph, 41 Wolden Road, Ossining, NY 10562, US,

Legal Representative:

BURT Roger James (agent), IBM United Kingdom Limited, Intellectual
Property Law, Hursley Park, Winchester, Hampshire SO21 2JN, GB,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200273412 A2-A3 20020919 (WO 0273412)

Application: WO 2002GB1004 20020306 (PCT/WO GB0201004)

Priority Application: US 2001274761 20010309; US 2001875722 20010606

Designated States:

(Protection type is "patent" unless otherwise stated - for applications
prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK
DM DZ

EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK
LR

LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD
SE SG SI

SK SL TJ TM TN TR TT TZ UA UG UZ VN YU ZA ZM ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English
Fulltext Word Count: 7487

Inventor(s):

... SQUILLANTE Mark

Patent Applicant/Inventor:

Fulltext Availability:

Detailed Description

Detailed Description

... or multiple cooperating systems) to operate according to the above-identified invention.

The term "data structure " refers to a particular organization of meaningful data values that can be used in a predetermined fashion. For example, a...

...variety of different data elements that are used and accessed by communications networks and computer nodes for transporting the packet between different computer systems. The packet is a data structure and has a tangible embodiment in a computer useable medium when stored in a file...

21/3,K/12 (Item 2 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2008 The Thomson Corporation. All rts. reserv.

0016973754 - Drawing available
WPI ACC NO: 2007-688820/200764
XRPX Acc No: N2007-541094

Resource e.g. human resource , managing method for use in business,
involves identifying project or service opportunity, where project or service opportunity comprises disparate resource attribute requirements

Patent Assignee: INT BUSINESS MACHINES CORP (IBMC)

Inventor: LU Y; RADOVANOVIC A; SQUILLANTE M S

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20070219837	A1	20070920	US 2006375001	A	20060315	200764 B

Priority Applications (no., kind, date): US 2006375001 A 20060315

Patent Details

Number Kind Lan Pg Dwg Filing Notes
US 20070219837 A1 EN 19 12

Resource e.g. human resource , managing method for use in business,
involves identifying project or service opportunity, where project or...

Original Titles:

Method and structure for risk-based workforce management and planning
...Inventor: SQUILLANTE M S

Alerting Abstract ...USE - Used for managing resources e.g. human resource and other flexible resources, in a business...

...ADVANTAGE - The method allows to improve business profitability through efficient and effective risk-based work - force management and planning, and to optimize workforce capacity levels for minimizing costs and maximizing profits, while satisfying tolerances on various business risks
...

Original Publication Data by Authority

Argentina

Assignee name & address:

Inventor name & address:

... Squillante, Mark S

Examiner:

21 / 3,K/ 13 (Item 3 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2008 The Thomson Corporation. All rts. reserv.

0015656405 - Drawing available
WPI ACC NO: 2006-220587/200623
XRPX Acc No: N2006-189421
Analysis and optimization method of business process, involves formulating stochastic processing network model with identified inputs, using fluid flow model, to obtain process key performance indicators
Patent Assignee: GAMARNIK D (GAMA-I); JENGTE N P (JENG-I); LU Y (LUYY-I)
; RAMACHANDRAN B (RAMA-I); SQUILLANTE M S (SQUI-I)
Inventor: GAMARNIK D ; JENGTE N P; LU Y; RAMACHANDRAN B;
SQUILLANTE M S

Patent Family (1 patents, 1 countries)

Patent Number	Kind	Date	Application Number	Kind	Date	Update
US 20060053039	A1	20060309	US 2004933544	A	20040903	200623 B

Priority Applications (no., kind, date): US 2004933544 A 20040903

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
US 20060053039	A1	EN	16	8		

Inventor: GAMARNIK D ...
... SQUILLANTE M S

Alerting Abstract ...method for determining optimum topology for business process; method of managing business process; system for business process analysis and optimization at design time; and system for business process analysis and optimization, at run time...

...OF DRAWINGS - The figure shows a block diagram of the business process analysis procedure at design time.

Original Publication Data by Authority

Argentina

Assignee name & address:

Inventor name & address:

Gamarnik, David ...

... Squillante, Mark Steven

Examiner:

21/3,K/14 (Item 4 from file: 350)

DIALOG(R) File 350: Derwent WPIX

(c) 2008 The Thomson Corporation. All rts. reserv.

0015067494 - Drawing available

WPI ACC NO: 2005-416729/200542

Related WPI Acc No: 2005-416728

XRPX Acc No: N2005-338076

Workforce evaluation planning and designing method for enterprise, involves defining criteria for selection of topology for specified mix of constraints, and characterizing evolution over time as function of

workforce events

Patent Assignee: DEITRICH B L (DEIT-I); GAMARNIK D (GAMA-I);
HELANDER M E

(HELA-I); SQUILLANTE M S (SQUI-I)

Inventor: DEITRICH B L ; GAMARNIK D ; HELANDER M E ;
SQUILLANTE M S

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
--------	------	------	--------	------	------	--------

US 20050119929	A1	20050602	US 2003725338	A	20031202	200542 B
----------------	----	----------	---------------	---	----------	-------------

US 2004859954 A 20040604

Priority Applications (no., kind, date): US 2003725338 A 20031202; US
2004859954 A 20040604

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
--------	------	-----	----	-----	--------	-------

US 20050119929	A1	EN	28	16	C-I-P of application	US 2003725338
----------------	----	----	----	----	----------------------	---------------

Workforce evaluation planning and designing method for enterprise,
involves defining criteria for selection of topology for specified mix
of
constraints, and characterizing evolution over time as function of
workforce events

Original Titles:

Method and apparatus for designing and planning of workforce evolution

Inventor: DEITRICH B L ...

... GAMARNIK D ...

... HELANDER M E ...

... SQUILLANTE M S

Alerting Abstract ...NOVELTY - The method involves identifying a
portfolio of candidate workforce organizational topologies. The
topologies are compared for suitability of employment against a mix of
workforce topological internal and external constraints. Criteria for
selection of one topology are defined for a specified mix of internal and
external constraints. A workflow evaluation is characterized over time as a
function of dynamic workforce events. USE - Used for planning and
designing a workforce evaluation of an enterprise...

...ADVANTAGE - The method characterizes the workflow evaluation over time
as the function of the dynamic workforce events, thus addressing key
issues involved with large workforces and/or with workforces whose

evolution...

...concept of transitions of a person in a role and/or skill level in a workforce .

Original Publication Data by Authority

Argentina

Assignee name & address:

Inventor name & address:

Deitrich, Brenda Lynn ...

... Gamarnik, David ...

... Helander, Mary Elizabeth ...

... Squillante, Mark Steven

Examiner:

Original Abstracts:

Mathematical means and methods are used within the context of mathematical

models of a workforce evolution to address key issues in workforce

design and planning . Examples of such mathematical means and methods are (but not limited to) fluid-flow models and diffusion-process models. In each case, these mathematical models characterize the workforce

evolution over time as a function of dynamic workforce events, such as new hires, terminations, resignations, retirements, promotions and transfers, and dynamic workforce topology , policy, or scenario , such as the viable paths from one workforce resource state to another workforce resource state.

Claims:

1. A method for designing and planning workforce evolution

comprising the steps of :identifying a portfolio of candidate workforce organizational topologies ;comparing said candidate topologies for suitability of employment against a mix of workforce topological internal and external constraints; anddefining criteria for selection of at least one candidate topology for a specified mix of internal and external constraints.

~ ~ Bibliographic patent files

21/3,K/6 (Item 6 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2008 The Thomson Corporation. All rts. reserv.

0016657370 - Drawing available

WPI ACC NO: 2007-372457/200735

XRPX Acc No: N2007-277706

Computer program product for capturing and managing performance in call

center organization, includes instructions to enable employees and supervisors to query databases using user's pre-set access authorization to generate report

Patent Assignee: CARR M (CARR-I); CUMMINGS T (CUMM-I); MORGAN S (MORG-I)

; SPURLING J (SPUR-I)

Inventor: CARR M; CUMMINGS T; MORGAN S; SPURLING J

Patent Family (1 patents, 1 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
US 20070050238	A1	20070301	US 2005218409	A	20050901	200735 B

Priority Applications (no., kind, date): US 2005218409 A 20050901

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
--------	------	-----	----	-----	--------	-------

US 20070050238	A1	EN	16	8		
----------------	----	----	----	---	--	--

Alerting Abstract ...method for promoting encouraging competition among

employees and teams in call center organization ; method for allocating at least one employee to job in call center organization ; and method for monitoring performance management process in call center organization .

...

...USE - For capturing and managing performance in call center organization .

...

...ADVANTAGE - Automates certain aspects of employee performance appraisal process and promotes alignment of all employees with the strategic goals of call center organization .

Class Codes

International Classification (+ Attributes)

IPC + Level Value Position Status Version

G06F-0011/ 34 ...

G06F-0011/ 34 ...

Original Publication Data by Authority

Argentina

Assignee name & address:

Original Abstracts:

An interactive computer-implemented apparatus and method for capturing and monitoring performance in a call center, and for promoting competition in productivity and quality metrics among employees comprising: a relational database, for use by all employees in the call center, comprising a competencies module defining competency requirements for each job in the call center, an individual employee development plan module linked to the competencies module a performance appraisal module for automatically calculating an overall performance rating for each employee, and a query and reporting facility, a database of employee demographic information, functional knowledge database comprising pre-defined employee functional knowledge elements required across all job codes of the call center organization; a competencies database comprising the organization's pre-defined employee competencies, the competencies linked to strategic goals of the call center organization, each competency assigned one or more proficiency levels, each proficiency level comprising one or pre-defined milestones, each job code assigned a targeted competency proficiency level; a development plan database for capture of employee-inputted development goals for one or more competencies, development goals selected from milestones per the competencies database, the selected development goals reviewed by a supervisor; a performance appraisal database for capture of the employee's supervisor-inputted performance ratings for a specified period, the performance ratings comprising distinct components of quality, productivity, and behavior, the behavior component further comprising a development rating, the development rating based on the employee's attainment of one or more employee's development goals per the development plan database, the rating for each component assigned a weight, the weight being a percentage of the maximum merit increase rate, the overall performance rating being the sum of the performance ratings for each component, the overall performance rating used to calculate the employee's merit increase, a periodic performance review database for capture of supervisor-inputted information from periodic performance reviews held with an employee, and a reports facility comprising instructions enabling administrators, employees, and supervisors to query one or more databases, the reports facility generating viewable and printable...

Claims:

...product in a computer-readable medium in a computer, for use by administrators, non-supervisory employees, and supervisors, in accordance with their respective pre-set access authorization, for capturing and managing performance in a call center organization comprising a relational database, the relational database comprising: a demographics module database comprising a table of data attributes comprising of: employee name, supervisor name, call center team name, current salary, current job code, birthdate, hire date, designated maximum merit pay rate increase, the merit pay rate increase linked to the job code; a functional knowledge module database comprising a table of organization-wide pre-defined employee functional knowledge elements, the functional knowledge elements linked to job codes; a competencies module database, accessible to all employees of the call center organization, comprising a table of statements of the organization's pre-defined employee competencies, the competencies relating to strategic goals of the call center organization and linked to job codes, each competency assigned one or more proficiency level, each proficiency level comprising at least one or more pre-defined milestone, each job code assigned a targeted proficiency level; an individual development plan module database comprising a data entry template prompting an employee to input one or more development goals for one or more competencies, competencies selected from competencies linked to the employee's job code per the competencies database, development goals selected from milestones for competencies per the competencies database; a performance appraisal module database, comprising instructions for a data entry template for prompting supervisors to input employee performance ratings in pre-defined components of performance, and instructions whereby an overall numeric employee performance rating is automatically calculated and displayed, the template creating a retrievable, viewable record of the employee's performance ratings for a specified period, the performance ratings comprising distinct component ratings of quality, productivity, and behavior, the behavior rating component further comprising ratings in attendance, professionalism, and development, the development rating based on employee's attainment of one or more development goals per the individual development plan database, the rating for each component assigned a weight, weights of all component ratings totaling 100%, the overall performance rating comprising the sum of the ratings for each component, the employee's merit pay increase automatically calculated using the employee's overall performance rating; a periodic performance

review module database comprising instructions for a data entry template prompting a supervisor to input information from a periodic performance review held with an employee, the completed template creating a retrievable, viewable periodic performance review record, the template

capturing data comprising the date the supervisor conducted and completed the periodic performance review and the supervisor's comments relating to the employee's performance productivity, quality, training, or future job opportunities, and reports facility comprising instructions enabling administrators, employees, and supervisors to query one or more databases comprising the relational database, according to the...

...the reports facility generating viewable and printable reports on-demand, the reports comprising a functional knowledge finder report whereby a user selects one of the functional knowledge elements as a query search term and the functional knowledge finder report displays a table of data attributes including employee name, employee hire date, employee's supervisor name, and employee's current behavior ratings for each employee who possesses the selected functional knowledge element, the reports further also comprising a performance comparison report, whereby an employee specifies a performance component as a query search term and the performance comparison report displays a pictorial representation of the employee's current rating in that performance component versus that of the employee's team, calls effectiveness supervisor name, hire date, and behavior rating, the behavior rating representing the employee's

***** of interest***** (instant application)

21/3,K/8 (Item 8 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2008 The Thomson Corporation. All rts. reserv.

0015067494 - Drawing available

WPI ACC NO: 2005-416729/200542

Related WPI Acc No: 2005-416728

XRPX Acc No: N2005-338076

Workforce evaluation planning and designing method for enterprise, involves

defining criteria for selection of topology for specified mix of constraints, and characterizing evolution over time as function of workforce events

Patent Assignee: DEITRICH B L (DEIT-I); GAMARNIK D (GAMA-I);

HELANDER M E

(HELA-I); SQUILLANTE M S (SQUI-I)

Inventor: DEITRICH B L; GAMARNIK D; HELANDER M E; SQUILLANTE M S

Patent Family (1 patents, 1 countries)

Patent

Application

Number	Kind	Date	Number	Kind	Date	Update
--------	------	------	--------	------	------	--------

US 20050119929	A1	20050602	US 2003725338	A	20031202	200542
----------------	----	----------	---------------	---	----------	--------

B

US 2004859954 A 20040604

Priority Applications (no., kind, date): US 2003725338 A 20031202; US
2004859954 A 20040604

Patent Details

Number	Kind	Lang	Pg	Dwg	Filing Notes
US 20050119929	A1	EN	28	16	C-I-P of application US 2003725338

Alerting Abstract ...one topology are defined for a specified mix of
internal and external constraints. A workflow evaluation is characterized
over time as a function of dynamic workforce events .

Original Publication Data by Authority

Argentina

21/3,K/ 12 (Item 12 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2008 The Thomson Corporation. All rts. reserv.

0014291919 - Drawing available
WPI ACC NO: 2004-478615/200445
XRPX Acc No: N2004-377311
Business actions managing method, involves decomposing action
into other
actions for hierarchical or tree like descriptions of all relevant actions
to be performed in organization and administrating work unit by
work unit
entity

Patent Assignee: UIJTENBROEK A A (UIJT-I); ULJTENBROEK A (ULJT-I)

Inventor: UIJTENBROEK A A; ULJTENBROEK A

Patent Family (2 patents, 32 countries)

Patent	Application
Number	Kind Date Number Kind Date Update
US 20040111284	A1 20040610 US 2002405881 P 20020826 200445
B	

	US 2003340887	A	20030113	
EP 1439481	A2	20040721	EP 2004100084	A 20040112 200447 E

Priority Applications (no., kind, date): US 2002405881 P 20020826; US
2003340887 A 20030113

Patent Details

Number	Kind	Lang	Pg	Dwg	Filing Notes
US 20040111284	A1	EN	42	27	Related to Provisional US 2002405881
EP 1439481	A2	EN			

Regional Designated States,Original: AL AT BE BG CH CY CZ DE DK EE ES FI

FR GB GR HU IE IT LI LT LU LV MC MK NL PT RO SE SI SK TR

Class Codes

International Classification (Main): G06F-017/ 60

Original Publication Data by Authority

Argentina

Assignee name & address:

Original Abstracts:

...as needed to cater for the requirements of different organizations, is achieved by having custom business process structures in a configuration database, custom attribute field tables for entities, custom input and output/results field tables for entities, custom business rules specified in structured natural language and custom entity action repertoires as entity component extensions. Resource planning is achieved by setting up work unit templates and scheduling the use of resources they need to perform their actions. Role-based security determines...

Claims:

21/3,K/15 (Item 15 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2008 The Thomson Corporation. All rts. reserv.

0013891981 - Drawing available

WPI ACC NO: 2004-071211/200407

XPX Acc No: N2004-057295

Employee's performance evaluation method in company, involves submitting

electronic form including data corresponding to evaluation of

employee, for

review to supervisor

Patent Assignee: DELOITTE & TOUCHE LLP (DELO-N); DELOITTE DEV LLC (DELO-N)

Inventor: RICHMAN I S

Patent Family (3 patents, 101 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
WO 2003102807	A1	20031211	WO 2003US17297	A	20030530	200407
B						
US 6754874	B1	20040622	US 2002159822	A	20020531	200445 E
AU 2003239923	A1	20031219	AU 2003239923	A	20030530	200449 E

Priority Applications (no., kind, date): US 2002159822 A 20020531

Patent Details

Number Kind Lan Pg Dwg Filing Notes

WO 2003102807 A1 EN 64 10

National Designated States,Original: AE AG AL AM AT AU AZ BA BB BG BR BY

BZ CA CH CN CO CR CU CZ DE DK DM DZ EC EE ES FI GB GD GE GH GM HR HU ID

IL IN IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ

NI NO NZ OM PH PL PT RO RU SC SD SE SG SK SL TJ TM TN TR TT TZ UA UG UZ

VC VN YU ZA ZM ZW

Regional Designated States,Original: AT BE BG CH CY CZ DE DK EA EE ES FI

FR GB GH GM GR HU IE IT KE LS LU MC MW MZ NL OA PT RO SD SE SI SK SL SZ

TR TZ UG ZM ZW

AU 2003239923 A1 EN

Based on OPI patent WO 2003102807

Alerting Abstract DESCRIPTION - An INDEPENDENT CLAIM is also included for employee evaluation system...

...USE - For evaluating performance of employee in company, for making better promotion and reward decisions and for providing positive and negative feed back information to employee .

...ADVANTAGE - Ensures that the employees regularly receive meaningful and responsive feed back which boost morale, job satisfaction and motivation. Enables to accelerate the development of the employee and allows the company to effectively communicate goals and performance expectations to its employees .

...DESCRIPTION OF DRAWINGS - The figure shows the employee evaluation system...

...100 employee evaluation system...

...110 employee evaluation database...

...120 employee

Class Codes

International Classification (Main): G06F-017/ 00

(Additional/Secondary): G06F-015/ 16

Original Publication Data by Authority

Argentina

21/3,K/18 (Item 18 from file: 350)
DIALOG(R)File 350:Derwent WPIX
(c) 2008 The Thomson Corporation. All rts. reserv.

0012963935 - Drawing available
WPI ACC NO: 2003-041068/200303
XRPX Acc No: N2003-032165
Individual evaluation method in company, involves evaluating overall score
of individual based on their economic factor skill, business management
skill, cooperation skill and knowledge
Patent Assignee: MANNISKOKRAFT INC (MANN-N); SOGELL H (SOGEL-I)
Inventor: SOGELL H
Patent Family (3 patents, 87 countries)
Patent Application
Number Kind Date Number Kind Date Update
WO 2002093293 A2 20021121 WO 2002US12989 A 20020423 200303
B
AU 2002307540 A1 20021125 AU 2002307540 A 20020423 200452 E
AU 2002307540 A8 20051020 AU 2002307540 A 20020423 200615 E

Priority Applications (no., kind, date): US 2001290794 P 20010514

Patent Details

Number Kind Lan Pg Dwg Filing Notes
WO 2002093293 A2 EN 13 1
National Designated States,Original: AE AL AM AT AU AZ BA BB BG BR BY
CA
CH CN CU CZ DE DK EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE
KG KP
KR KZ LC LK LR LS LT LU LV MD MG MK MN MW MX NO NZ PL PT RO RU
SD SE SG
SI SK SL TJ TM TR TT UA UG US UZ VN YU ZA ZW
Regional Designated States,Original: AT BE CH CY DE DK EA ES FI FR GB GH
GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TR TZ UG ZM ZW
AU 2002307540 A1 EN Based on OPI patent WO 2002093293
AU 2002307540 A8 EN Based on OPI patent WO 2002093293

Alerting Abstract USE - For evaluating the competence level of the
individual such as an employee personnel in company or organization
.

...ADVANTAGE - Enables evaluating the performance of individual effectively by considering their financial skill, management skill, co-operation skill and knowledge to calculate the overall score of the individual to promote them or to train them. Thereby providing ability to find solutions to negotiate or establish long term relationships, to work towards common goals to increase the profit of the company...

...DESCRIPTION OF DRAWINGS - The figure shows a schematic flow diagram of the individual evaluation process...

...18 Knowledge module

Class Codes

International Classification (Main): G06F , ...

... G06F-017/ 60

Original Publication Data by Authority

Argentina

*****of interest*****

21/ 3,K/ 20 (Item 20 from file: 350)

DIALOG(R)File 350:Derwent WPIX

(c) 2008 The Thomson Corporation. All rts. reserv.

0010914738 - Drawing available

WPI ACC NO: 2001-536104/200159

XRPX Acc No: N2001-398202

Competency-based human resource management system for computer networks,
has database storing ratings of competencies for employees for use by
selection and performance development programs

Patent Assignee: ZWELL M (ZWELL-I)

Inventor: ZWELL M

Patent Family (2 patents, 92 countries)

Patent Application

Number	Kind	Date	Number	Kind	Date	Update
WO 2001025971	A1	20010412	WO 2000US27995	A	20001010	200159
B						
AU 200110776	A	20010510	AU 200110776	A	20001010	200159 E

Priority Applications (no., kind, date): US 1999158415 P 19991007

Patent Details

Number	Kind	Lan	Pg	Dwg	Filing	Notes
--------	------	-----	----	-----	--------	-------

WO 2001025971 A1 EN 52 24

National Designated States, Original: AE AG AL AM AT AU AZ BA BB BG BR BY

BZ CA CH CN CR CU CZ DE DK DM DZ EE ES FI GB GD GE GH GM HR HU ID IL IN

IS JP KE KG KP KR KZ LC LK LR LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ

PL PT RO RU SD SE SG SI SK SL TJ TM TR TT TZ UA UG US UZ VN YU ZA ZW

Regional Designated States, Original: AT BE CH CY DE DK EA ES FI FR GB GH

GM GR IE IT KE LS LU MC MW MZ NL OA PT SD SE SL SZ TZ UG ZW

AU 200110776 A EN Based on OPI patent WO 2001025971

Alerting Abstract ...employees. A performance development program (106)

uses the ratings of competencies to develop and track goals for employees. A database (108) stores the ratings for use by the selection and performance...

Original Publication Data by Authority

Argentina

~ ~ Full text patent files

***** of interest*****

16/3, K/6 (Item 6 from file: 349)

DIALOG(R) File 349: PCT FULLTEXT

(c) 2008 WIPO/Thomson. All rts. reserv.

01026609 **Image available**

METHOD FOR SYSTEMIC ENTERPRISE KNOWLEDGE MANAGEMENT
PROCEDE DE GESTION SYSTEMIQUE DES CONNAISSANCES D'UNE
ENTREPRISE

Patent Applicant/Inventor:

GOLDTHORPE Ward, 35 Glenard Drive, Eaglemont, Victoria 3084, AU, AU
(Residence), AU (Nationality)

Patent and Priority Information (Country, Number, Date):

Patent: WO 200356477 A1 20030710 (WO 0356477)

Application: WO 2002AU6 20020104 (PCT/WO AU0200006)

Priority Application: WO 2002AU6 20020104

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ

EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK

LR

LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD
SE SG SI

SK SL TJ TM TN TR TT TZ UA UG US UZ VN YU ZA ZM ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 7389

Main International Patent Class (v7): G06F-017/ 60

International Patent Class (v7): G06F-017/ 30

Fulltext Availability:

Detailed Description

Detailed Description

... dynamically replicate the fundamental knowledge structure of
processes, systems of I O processes, and knowledge interrelationships
within the system of processes. The invention is also directed to
facilitating knowledge worker productivity and organisational
learning through the capture, use and transfer of knowledge about
and
contained within the system

16/ 3,K/ 8 (Item 8 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

(c) 2008 WIPO/Thomson. All rts. reserv.

00973184 **Image available**

SYSTEM AND METHOD FOR INTERACTIVE ON-LINE PERFORMANCE
ASSESSMENT AND APPRAISAL

SYSTEME ET PROCEDE PERMETTANT D'EVALUER ET DE MESURER
LES PERFORMANCES EN LIGNE ET DE MANIERE INTERACTIVE

Patent Applicant/Assignee:

HUMANR, 6 Pidgeon Hill Drive, Suite 300, Potomac Falls, VA 20165, US, US
(Residence), US (Nationality)

Inventor(s):

LEVIN Burgess, 1427 Waterfront Road, Reston, VA 20194, US,
DRUCKER Steve, 1400 16th Street, N.W., Suite 220, Washington, DC
20036,
US,

Legal Representative:

COYNE Patrick J (et al) (agent), Collier Shannon Scott, PLLC, 3050 K
Street, N.W., Suite 400, Washington, DC 20007, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200303161 A2-A3 20030109 (WO 0303161)
Application: WO 2002US20414 20020628 (PCT/WO US0220414)
Priority Application: US 2001301459 20010629

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CO CR CU CZ DE DK DM DZ

EC EE ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR

LS LT LU LV MA MD MG MK MN MW MX MZ NO NZ OM PH PL PT RO RU SD SE SG SI

SK SL TJ TM TN TR TT TZ UA UG UZ VN YU ZA ZM ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

(OA) BF BJ CF CG CI CM GA GN GQ GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZM ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 10480

Main International Patent Class (v7): G06F-017/ 60

Fulltext Availability:

Detailed Description

Detailed Description

... selecting the competency assessment to include in the appraisal, reviewing the current status of performance objectives and any prior reports filed on the objectives ; adding free-form comments on performance against competencies and objectives ; adding the growth and development plan (by employee and manager); assigning final overall performance rating (by manager only); saving as draft or saving and sharing 1 0 appraisal with employee/manager; printing the performance appraisal ; and maintaining a database of appraisals that transfer with an employee as they move within an organization .

[0038] Another embodiment of the present invention is a method for establishing individual and team performance objectives in an online performance management system comprising the steps of: Inputting objectives, delegating objectives to...

*****of interest*****

16/ 3,K/ 10 (Item 10 from file: 349)

DIALOG(R)File 349:PCT FULLTEXT

(c) 2008 WIPO/Thomson. All rts. reserv.

00829903 ** Image available* *

METHOD FOR ENTERPRISE WORKFORCE PLANNING
PROCEDE DE PLANIFICATION DE L'EFFECTIF D'ENTREPRISES
Patent Applicant/Assignee:

SABA SOFTWARE INC, 2400 Bridge Parkway, Redwood Shores, CA 94065-1166, US

, US (Residence), US (Nationality), (For all designated states except: US)
Patent Applicant/Inventor:

MUI Yet, 49 Cragmont Avenue, San Francisco, CA 94116, US, US
(Residence),

US (Nationality), (Designated only for: US)
BENNETT Mark, Saba Software, Inc., 2400 Bridge Parkway, Redwood
Shores,

CA 94065-1166, US, US (Residence), US (Nationality), (Designated only
for: US)

MARTIN John, Saba Software, Inc., 2400 Bridge Parkway, Redwood Shores,
CA

94065-1166, US, US (Residence), US (Nationality), (Designated only for:
US)

SHUKLA Amitabh, Saba Software, Inc., 2400 Bridge Parkway, Redwood
Shores,

CA 94065-1166, US, US (Residence), US (Nationality), (Designated only
for: US)

LARDIN Patrick, 14885 Berry Way, San Jose, CA 95124, US, US
(Residence),

US (Nationality), (Designated only for: US)

Legal Representative:

CHUANG Thomas C (et al) (agent), Morrison & Foerster LLP, 425 Market
Street, San Francisco, CA 94105-2482, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200163462 A2 20010830 (WO 0163462)

Application: WO 2001US5964 20010223 (PCT/WO US0105964)

Priority Application: US 2000185191 20000225; US 2000195986 20000407

Designated States:

(Protection type is "patent" unless otherwise stated - for applications
prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM
DZ EE

ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS
LT

LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK
SL TJ TM

TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE TR

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English
Filing Language: English
Fulltext Word Count: 60084
Main International Patent Class (v7): G06F-017/ 60
Fulltext Availability:
Detailed Description

Detailed Description

... contain the person's name, job title, competencies and associated competency levels held, identified or assigned goals , and other general human resources related information. The Performance Application utilizes person data records in workforce planning as described herein.

The Performance Application utilizes a competency profile for each individual which sets...

16/ 3,K/ 14 (Item 14 from file: 349)
DIALOG(R) File 349: PCT FULLTEXT
(c) 2008 WIPO/Thomson. All rts. reserv.

00792462 **Image available**

SYSTEM AND METHOD FOR HUMAN RESOURCE MANAGEMENT
SYSTEME ET PROCEDE DE GESTION DES RESSOURCES HUMAINES

Patent Applicant/Inventor:

ZWELL Michael, 215 Broadway Avenue, Wilmette, IL 60091, US, US
(Residence), US (Nationality)

Legal Representative:

AHN Harry K (agent), Baker & McKenzie, 805 Third Avenue, New York, NY
10022, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200125971 A1 20010412 (WO 0125971)

Application: WO 2000US27995 20001010 (PCT/WO US0027995)

Priority Application: US 99158415 19991007

Designated States:

(Protection type is "patent" unless otherwise stated - for applications prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM
DZ EE

ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS
LT

LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK
SL TJ TM

TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM
Publication Language: English
Filing Language: English
Fulltext Word Count: 9781

Main International Patent Class (v7): G06F-017/30
Fulltext Availability:
Detailed Description
Claims

Detailed Description

... the development of a culture change strategy. The selection program
104 automates the process of hiring employees from within the
organization or from outside. The performance development program
106
automates the process of developing, tracking and reporting competency
development or performance goals of employees including
succession
planning . These three programs are integrated through the database that
share data such as a library...

Claim

... network environment, comprising:
a selection program operable to use ratings of competencies for use in
hiring employees ;
a performance development program operable to use ratings of
competencies to develop and track goals of the employees; and
a database storing ratings of competencies for the employees for use...

16/3,K/25 (Item 25 from file: 349)
DIALOG(R) File 349: PCT FULLTEXT
(c) 2008 WIPO/Thomson. All rts. reserv.

00775308 **Image available**

A SYSTEM, METHOD AND COMPUTER PROGRAM FOR DETERMINING
OPERATIONAL MATURITY OF AN ORGANIZATION
SYSTEME, PROCEDE ET ARTICLE FABRIQUE PERMETTANT DE
MESURER LA MATURITE

OPERATIONNELLE D'UNE ORGANISATION D'OPERATIONS

Patent Applicant/Assignee:

ACCENTURE LLP, 1661 Page Mill Road, Palo Alto, CA 94304, US
(Residence), US (Nationality), (For all designated states except: US)

Patent Applicant/Inventor:

GREENBERG Nancy S, 5529 Newton Avenue South, Minneapolis, MN 55410,
US,

US (Residence), US (Nationality), (Designated only for: US)

WINN Colleen R, 11472 Fairfield Road # 103, Minnetonka, MN 55305, US,
US

(Residence), US (Nationality), (Designated only for: US)

Legal Representative:

HICKMAN Paul L (agent), Oppenheimer Wolff & Donnelly LLP, 2029 Century
Park East, Suite 3800, Los Angeles, CA 90067-3024, US,

Patent and Priority Information (Country, Number, Date):

Patent: WO 200108038 A2-A3 20010201 (WO 0108038)

Application: WO 2000US20399 20000726 (PCT/WO US0020399)

Priority Application: US 99361781 19990726

Designated States:

(Protection type is "patent" unless otherwise stated - for applications
prior to 2004)

AE AG AL AM AT AU AZ BA BB BG BR BY BZ CA CH CN CR CU CZ DE DK DM
DZ EE

ES FI GB GD GE GH GM HR HU ID IL IN IS JP KE KG KP KR KZ LC LK LR LS
LT

LU LV MA MD MG MK MN MW MX MZ NO NZ PL PT RO RU SD SE SG SI SK
SL TJ TM

TR TT TZ UA UG US UZ VN YU ZA ZW

(EP) AT BE CH CY DE DK ES FI FR GB GR IE IT LU MC NL PT SE

(OA) BF BJ CF CG CI CM GA GN GW ML MR NE SN TD TG

(AP) GH GM KE LS MW MZ SD SL SZ TZ UG ZW

(EA) AM AZ BY KG KZ MD RU TJ TM

Publication Language: English

Filing Language: English

Fulltext Word Count: 77349

Main International Patent Class (v7): G06F-017/ 60

Fulltext Availability:

Detailed Description

Detailed Description

... How frequently is this catalogue/database updated?

What other resources exist to aid Service Desk personnel with immediate
incident resolution?

Base Practice: 1 4 Incident/Request Assignment

Is there a defined time frame within which the incident/request should be
assigned and is it usually followed?

Are users notified of receipt, status and approximate time to...

...incident/request and

provided with the incident/request ID?

By what process is the appropriate personnel determined for handling an
incident/request? Is a defined system used for assigning responsibility
for...

~ ~ Bibliographic NPL files

***** of interest*****

16/ 3,K/ 2 (Item 1 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2008 ProQuest Info&Learning. All rts. reserv.

01937896 ORDER NO: AADAA-I3085916
An exploration of the value profit chain for training transfer: A study of
the relationship of workplace transfer climate to business goals and
objectives in one firm
Author: Hoekstra, Erik
Degree: Ph.D.
Year: 2003
Corporate Source/Institution: Iowa State University (0097)
Source: VOLUME 64/03-A OF DISSERTATION ABSTRACTS
INTERNATIONAL.
PAGE 982. 161 PAGES

...the learning in training programs is transferred to the workplace.
While it is appropriate for Human Resource Development
professionals
to be advocates for training, it is imperative for the profession not only
to...

...Within the literature, a newer strand of inquiry focuses specifically on
the impact of workplace transfer climate as a promising transfer
catalyst. In the wider organizational development field, Value-Profit Chain
studies are beginning to uncover links between employee situational
factors (loyalty, commitment, satisfaction) and both customer satisfaction
and other organizational key performance indicators (i.e. sales growth,
profit growth, turnover). The intent of this study was to determine
potential links between workplace transfer climate and the attainment
of business goals and objectives in a particular firm, and in so doing,
to provide a possible connection between training transfer research and
Value-Profit Chain analysis.

Results of the study indicate that stores with a...

16/ 3,K/ 5 (Item 4 from file: 35)
DIALOG(R)File 35:Dissertation Abs Online
(c) 2008 ProQuest Info&Learning. All rts. reserv.

01727972 ORDER NO: AADAA-I0801098
Diffusing responsive social programs by building learning
organizations:
The case of the Center for Employment Training (CET) national

replication
project (California)
Author: Kato, Linda Yuriko
Degree: Ph.D.
Year: 1999
Corporate Source/Institution: Massachusetts Institute of Technology
(0753)
Source: VOLUME 61/01-A OF DISSERTATION ABSTRACTS
INTERNATIONAL.
PAGE 343.

...program to new settings must contend with the standardizing priorities of dominant program implementation and assessment methods. This study found that such was the case of the U.S. Department of...

...Idquo;CET replication centers" along the East Coast, this study observed that prevailing program assessment methods had configured the CET program rigidly as a set of standardized training techniques, and sought their uniform...
...for flexibly customizing training to local client and employer needs. This framework drew attention to organizational learning processes devised by replication staff that engaged clients and employers as partners in training design and delivery—instead of...

...Coast-CET practice—as conditions for CET's effective diffusion and achievement of employment objectives . This study illuminated the need for program research and diffusion methods better suited to disclosing and promoting —instead of obscuring and undercutting—the responsiveness demanded of social programs by complex...

***** of interest*****

16/ 3,K/ 17 (Item 4 from file: 6)
DIALOG(R)File 6:NTIS
(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

2180857 NTIS Accession Number: ADA381837/XAB
Optimization of United States Marine Corps Officer Career Path Selection
(Master's thesis)
Baumgarten, P. B.
Naval Postgraduate School, Monterey, CA.
Corp. Source Codes: 019895000; 251450
Sep 2000 89p
Languages: English Document Type: Thesis
Journal Announcement: USGRDR0026

Product reproduced from digital image. Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)605-6900; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
NTIS Prices: PC A06/MF A01

... Corps Manpower System is responsible for managing the Marine officer inventory. The system's primary objective is to maximize the Marine Corps' operational readiness through the assignment of officers to billets. While striving to fulfill billet requirements, the manpower system simultaneously develops the professional skills, or core competencies, that each officer must possess to be assigned to billets requiring more authority and responsibility. Therefore, officer careers (or career paths) must reflect a balance between fulfilling billet requirements and developing core competencies. Currently, Marine Corps...

... planners, this thesis presents an integer program, the Officer Career Path Selection (OCPS) model. The goal of OCPS is to assign officers to acceptable career paths in order to best meet billet requirements while satisfying, among others, core competency and tour...

Descriptors: *Marine corps personnel; *Promotion(Advancement); *Leadership training; Military requirements; Optimization; Policies; Operational readiness; Theses; Careers; Manpower; Personnel selection;
Officer personnel; Logistics planning

16 / 3, K / 21 (Item 8 from file: 6)
DIALOG(R)File 6:NTIS
(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

1087919 NTIS Accession Number: SHR-0010818
Manpower Planning : A Guide to Local Program Design
Systems Research, Inc., Lansing, MI.
Corp. Source Codes: 080101000
Sponsor: Manpower Administration, Kansas City, MO.
Nov 73 89p
Languages: English
Journal Announcement: GRAI8407

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.
NTIS Prices: PC A05/MF A01

Manpower Planning : A Guide to Local Program Design
This manual tells elected officials and their subordinates how to conduct

the operational level planning for State and local manpower programs. The guide is designed for use during the transition from State and local implementation of categorical manpower programs to full accountability for the planning, operation, and management of manpower programs covering a labor market. The information rests on field experience and analyses of current...

... The guidelines also cover the essential activities from which decisionmakers must choose to accomplish the goals and objectives of their manpower strategy. These essential components include the entry of enrollees, enrollee assessment, enrollee orientation, employer entry, employer assessment, employer and supervisor orientation, matching and developmental training, counseling, provision of supportive services, program administration, and making linkages to community resources. Charts and reference lists for each description of a program component are...

16/3,K/23 (Item 10 from file: 6)
DIALOG(R)File 6:NTIS
(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0805265 NTIS Accession Number: AD-A079 685/4/XAB

Prediction of Effective Officer Performance

(Research study)

Willemin, L. P.

Adjutant General's Office (Army), Washington, DC.

Corp. Source Codes: 000135000; 003650

Report No.: AGO-PRO-RS-62-3

Jun 62 15p

Languages: English

Journal Announcement: GRAI8010

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A02/MF A01

... research is an attempt to develop tests which not only will be predictive of officer performance in general, but which also will be predictive of performance in specific assignment areas. These tests will permit identification of potential officers with various abilities that relate to performance in military assignments. The research represents an attempt to evaluate the hypothesis that the generalist concept must now...

... maximum utilization of officer talent. The research being conducted in the area of predicting officer performance is intended to answer the question: Is it possible to achieve an early identification of individuals who possess certain specific abilities which are effective in predicting performance in specific officer job areas. Research with such an objective is described as concerned with differential abilities or performance . The search is for abilities which relate to success in one job area but do...

...in a different job area. If carried to an extreme, one could hypothesize a separate configuration of abilities for each unique military assignment . Such an extreme approach is neither desirable nor feasible at the present time.

*****of interest*****

16 / 3,K/ 29 (Item 16 from file: 6)

DIALOG(R)File 6:NTIS

(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0722799 NTIS Accession Number: HRP-0024677/7/XAB

Analysis of Ambulatory-Care Staffing Using Management Science Models

Kilpatrick, K. E.

Florida Univ., Gainesville. Health Systems Research Div.

1977 31p

Document Type: Journal article

Journal Announcement: GRAI7824

See also -- Part I, HRP-0024675; Part II, HRP-0024676. Proceedings of the Conference on Improving Ambulatory Health-Care Delivery, held 27 Jun - 2 Jul, Henniker, N.H., sponsored by the United Engineering Foundation.

Pub. in 'Improving Ambulatory Health-Care Delivery', Gail S. Lasdon, ed., ch 3, p 29-59, 1977, available from Lexington Books, D.C. Heath and Company, 125 Spring Street, Lexington, MA 02173.

NTIS Prices: Not available NTIS

Two types of models for use in ambulatory care staffing analysis -- computer simulation and mathematical programming -- are discussed. In the computer simulation model, the computer creates internal images of patient visits...

... of patients have been run through the system, representative statistics can be compiled for management review . The simulation model produces detailed estimates of practice productivity in terms of patients seen per unit of time; patient processing time; patient waiting time; and costs incurred for personnel , facilities, equipment, and supplies. Mathematical

programming models, on the other hand, are generally less detailed than simulation models, but select the one configuration that best meets a preselected objective from a vast number of possible alternative staffing plans, task assignments, and resource allocations. Analysis in this model produces estimates of productivity in terms of expected...

16/3/K/30 (Item 17 from file: 6)

DIALOG(R)File 6:NTIS

(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0683613 NTIS Accession Number: PB-277 026/1/XAB

Field Evaluation of the Hypercube System for the Analysis of Police

Patrol Operations

(Final rept)

Heller, N. B. ; Stenzel, W. W. ; Gill, A. D. ; Kolde, R. A.

Institute for Public Program Analysis, St. Louis, Mo.

Sponsor: National Science Foundation, Washington, D.C. Research Applied to National Needs.

Report No.: NSF/RA-770403

Oct 77 264p

Journal Announcement: GRAI7810

See also PB-277 024.

Order this product from NTIS by: phone at 1-800-553-NTIS (U.S. customers); (703)605-6000 (other countries); fax at (703)321-8547; and email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road, Springfield, VA, 22161, USA.

NTIS Prices: PC A12/MF A01

...called-for-service incidents and field operations policies to evaluate patrol beat plans by estimating performance characteristics. Based on a user-specified beat configuration or patrol policy, the hypercube model estimates many field performance statistics which can be used to obtain tentative answers to questions of interest to department planners and field commanders. This report summarizes objectives of the report, describes field test activities, and discusses the results and products of these...

... 10 participating police departments; (3) a discussion of the costs associated with hypercube use; (4) assessment of the hypercube software

and its performance estimates; (5) description of technology transfer efforts; (6) recommendations for improvement, dissemination and institutionalization of the hypercube system; and (7) procedures...

Descriptors: *Police; *Deployment; *Scheduling; Urban planning; Services; Mathematical models; Systems analysis; Methodology; Personnel management;

Computer programming ; Program effectiveness; Emergency programs

16/ 3,K/ 31 (Item 18 from file: 6)
DIALOG(R)File 6:NTIS
(c) 2008 NTIS, Intl Cpyrght All Rights Res. All rts. reserv.

0270890 NTIS Accession Number: AD-723 839/XAB
Mathematical Models for Manpower and Personnel Planning
(Research rept)
Charnes, A. ; Cooper, W. W. ; Niehaus, R. J.
Carnegie-Mellon Univ Pittsburgh Pa Management Sciences Research Group
Corp. Source Codes: 403426
Report No.: RR-234
10 Feb 71 37p
Journal Announcement: GRAI7113
Order this product from NTIS by: phone at 1-800-553-NTIS (U.S.
customers); (703)605-6000 (other countries); fax at (703)321-8547; and
email at orders@ntis.fedworld.gov. NTIS is located at 5285 Port Royal Road,
Springfield, VA, 22161, USA.
NTIS Prices: PC A03/MF A01

Mathematical Models for Manpower and Personnel Planning
Current work in mathematical modeling for manpower planning
and
personnel administration is reviewed with special reference to selected
cases in the U. S. Navy. This includes (1) assignment models and their
dynamic extensions (2) stochastic models with special reference to Markoff
processes, including OCMM's goal programming extensions, (3) input-
output
and activity analysis models and (4) combinations and extensions, with
mathematical programming relations delineated. Evaluations of existing
developments are also delineated along with possible paths for future
development strategies. Potentials for science as well as management are
explored. (Author)

Descriptors: * Manpower ; * Management planning ; * Personnel
management
; Mathematical models; Reviews; Naval operations; Stochastic processes;
Statistical processes; Linear programming

***** of interest*****

16/ 3,K/ 38 (Item 4 from file: 2)
DIALOG(R)File 2:INSPEC
(c) 2008 Institution of Electrical Engineers. All rts. reserv.

03337002 INSPEC Abstract Number: C84048384
Title: A distributed parameter cohort personnel planning model
that

uses cross-sectional data

Author(s): Gaimon, C.; Thompson, G.L.

Author Affiliation: Acad. Faculty of Management Sci., Ohio State Univ., Columbus, OH, USA

Journal: Management Science vol.30, no.6 p.750-64

Publication Date: June 1984 Country of Publication: USA

CODEN: MSCIAM ISSN: 0025-1909

U.S. Copyright Clearance Center Code: 0025-1909/84/3006/0750\$01.25

Language: English

Subfile: C

Title: A distributed parameter cohort personnel planning model that

uses cross-sectional data

Abstract: The two types of mathematical manpower planning models that

appear in the literature involve either longitudinal or cross-sectional formulations. Despite the...

... of realism achieved, the use of longitudinal models is limited because the implementation requires the knowledge of a large amount of historical personnel data that is often unavailable. The value of...

... models requiring a minimal amount of data is diminished due to (1) the difficulty in transferring cross-sectional results into cohort information, and (2) an assumption implicit in the structure of...

... of that person's organizational age. In this paper, the authors present a cohort (longitudinal) personnel planning model solved using distributed parameter optimal control theory that requires only cross-sectional data. They derive the optimal hiring, promotion, separation and retirement policies of an organization as functions of time and a person's organizational age and grade. In response to changing goal levels of manpower, one observes changes in the optimal policies and their subsequent effect on the career paths of cohort groups over time.

Identifiers: cohort personnel planning model...

... manpower planning models

16/ 3,K/ 39 (Item 1 from file: 7)

DIALOG(R)File 7:Social SciSearch(R)

(c) 2008 The Thomson Corp. All rts. reserv.

03159655 Genuine Article#: ZB769 No. References: 60

Title: Risk culture in public and private organizations

Author(s): Bozeman B; Kingsley G

Corporate Source: GEORGIA TECH./ATLANTA//GA/ (REPRINT)

Journal: PUBLIC ADMINISTRATION REVIEW, 1998, V58, N2 (MAR-APR),
P109-118
Publisher: AMER SOC PUBLIC ADMIN, 1120 G STREET WASHINGTON, DC
20005
ISSN: 0033-3352
Language: English Document Type: Article
(ABSTRACT AVAILABLE)

...Abstract: risk culture pertains to managers perceptions that their co-workers and superiors take risks and promote risk-taking. Some of the factors examined as possible determinants of risk culture include political control nature of reward systems, levels of formalization and red tape, bureaucratic structures, and goal ambiguity. Using questionnaire data from a variety of public and private organizations we find that...

...Particularly, a riskier culture is positively related to the willingness of top managers to trust employees and to the clarity of organizations' missions. Organizations with more red tape, weak links between promotion and performance, and high involvement with elected officials tend to have a less risky culture.

16/3,K/40 (Item 2 from file: 7)
DIALOG(R) File 7: Social SciSearch(R)
(c) 2008 The Thomson Corp. All rts. reserv.

02362766 Genuine Article#: HV422 No. References: 28
Title: THE IMPACT OF DECENTRALIZATION ON HEALTH WORKFORCE
DEVELOPMENT
IN PAPUA-NEW-GUINEA
Author(s): KOLEHMAINENAITKEN RL
Corporate Source: HARVARD UNIV,SCH PUBL HLTH/BOSTON//MA/02115
Journal: PUBLIC ADMINISTRATION AND DEVELOPMENT, 1992, V12, N2
(MAY), P
175-191
Language: ENGLISH Document Type: ARTICLE
(Abstract Available)

Title: THE IMPACT OF DECENTRALIZATION ON HEALTH WORKFORCE
DEVELOPMENT
IN PAPUA-NEW-GUINEA

...Abstract: was fragmented into the health components of provincial budgets. The impact of decentralization on health workforce development was particularly severe and largely unforeseen. Many difficulties were inherent in the manner in which...

...arose as a result of the administrative confusion and inflamed

relationships that accompanied the forceful transfer of power from a very reluctant national DOH to the provinces. Even though policy formulation and planning were retained as national functions, decentralization hampered their effective execution. Human resource data bases deteriorated, responsibility for planning became confused, and the ability of the DOH to implement its planning decisions was compromised. In reality, health workforce planning was carried out by the Departments of Finance and Planning, and Personnel Management through the annual budgetary process of provincial financial limits and staff ceilings, without any...

...country as a whole or between the provinces. Decentralization brought a need for new management skills, and it complicated administrative relationships between training institutions and the provinces. The Papua New Guinea...

...that in a decentralized health service, there is a great potential for conflict between national goals and the aspirations of individual provinces. To achieve an equitable, appropriate and effective staffing of services, standards must be formulated as the basis for planning and conflict resolution. Effective linkages between central government departments and between the national and provincial health authorities must be developed, and management and technical skills of health managers improved.

~ ~ Full text NPL files - 1

19/3/K/5
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

31990652
EDU: HEC to establish International Support Initiative
PAKISTAN PRESS INTERNATIONAL INFORMATION SERVICES LIMITED
October 28, 2003
JOURNAL CODE: WPPI LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 549

... of highly qualified manpower that could contribute towards the development of Pakistan. The project also aims at facilitating assimilation, absorption and transfer of important and promising scientific and technological knowledge and information to achieve rapid economic progress, as well as providing opportunities to doctoral students...

***** of interest*****

19/3/K/11

DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

27682639 (USE FORMAT 7 OR 9 FOR FULLTEXT)
ACTIONS AND PLANS TO BUILD A RESULTS-ORIENTED CULTURE.
GAO REPORTS
January 17, 2003
JOURNAL CODE: WGEO LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 9620

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... factor of creating a line of sight showing how unit and individual performance link to organizational goals , successful organizations involve employees to build results-oriented cultures. This critical success factor is especially timely for TSA as it transitions from its interim performance management system and finalizes its permanent system. Particularly when developing a new results- oriented performance...

19/ 3,K/ 13
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

26044006 (USE FORMAT 7 OR 9 FOR FULLTEXT)
UK Government: Government publishes blueprint for a better skilled workforce
M2 PRESSWIRE
November 14, 2002
JOURNAL CODE: WMPR LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 758

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... creating a responsive workforce development system that is led by the needs of businesses and employees : - raising demand for workforce development from employers and individuals. (For example: by promoting sector skill councils, greater use of skills benchmarking , and the provision of better information and guidance); - ensuring that suppliers meet that demand speedily...

19/ 3,K/ 17
DIALOG(R)File 20:Dialog Global Reporter

(c) 2008 Dialog. All rts. reserv.

23839882 (USE FORMAT 7 OR 9 FOR FULLTEXT)

SPECIAL FEATURE

Iris M. Reyes

BUSINESSWORLD (PHILIPPINES)

July 12, 2002

JOURNAL CODE: FBWP LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 953

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... As a professional organization, it helps institutions improve the human aspect of management and the development of their human

resources . Its primary goal is to help advance the profession, the science and the art of human resource management.

To do this, it promotes the HRM profession by developing the knowledge and skills of HRM practitioners and establishing the standards of excellence for the practice. The PMAP also aims to help mold an enlightened, competent, socially-responsible and influential sector of people managers. The...

19/ 3,K/ 20

DIALOG(R)File 20:Dialog Global Reporter

(c) 2008 Dialog. All rts. reserv.

22248101 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Tips on succeeding against the odds

STAR (MALAYSIA)

April 14, 2002

JOURNAL CODE: WTSM LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 378

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... public relations and membership.

MSTD is a non-profit, non-governmental voluntary organisation whose main objective is to provide a channel for networking among human resource development practitioners. It also aims to create a medium of representations and promote professionalism among its members.

The seminar is suitable for managers, supervisors, front liners and career minded individuals. Registration fee is RM280 inclusive of...

***** of interest*****

19/ 3,K/ 24

DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

20622663 (USE FORMAT 7 OR 9 FOR FULLTEXT)
IntraLearn and SkillView Close Skills Gap for Mid-Size Companies
With
Affordable Human Capital Management
BUSINESS WIRE
January 07, 2002
JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 566

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... within the e360 product, is a powerful decision-support tool helping companies identify skill gaps, promote career and skills development , evaluate workforce proficiencies, and perform skill-set and resume searches.

"Through SkillBridge, IntraLearn e-360 aligns a company's corporate objectives with the learning needs of its employees and partners. Companies gain a competitive edge with...

19/ 3,K/ 26
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

18400245 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Management: Career transition efforts pay off for Agilent
Chong Kim Weng
EDGE (MALAYSIA)
August 20, 2001
JOURNAL CODE: WTEM LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 444

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... through the use of a range of counselling methods, including:
Individual counselling to identify core skills and competencies and define personal goals ; Transition planning and monitoring employees
' reactions to the changes; Establishment of a job leads database; Group workshops focused on job...

***** of interest*****

19/ 3,K/ 33
DIALOG(R)File 20:Dialog Global Reporter

(c) 2008 Dialog. All rts. reserv.

15306812 (USE FORMAT 7 OR 9 FOR FULLTEXT)
people3 Launches careerpower - The Career Development Software
Tool for IT
Organizations
BUSINESS WIRE
February 23, 2001
JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 729

...job opportunities within the careerpower tool, IT professionals can
create and evaluate dozens of career paths within their current
organization . IT and human resource (HR) managers can use
careerpower to assess skills needs and competency level requirements for
hiring decisions, project staffing and employee evaluation .

19/ 3,K/ 38
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

11566131 (USE FORMAT 7 OR 9 FOR FULLTEXT)
SAS, Saratoga Institute Partner to Provide Workforce
Performance
Measurement
BUSINESS WIRE
June 19, 2000
JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 755

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... to measure the performance of their workforce as a whole.
The availability of these external benchmarks within HR Vision
allows organizations to compare to industry norms their aggregate
return-on-investment per employee, turnover rate, cost-per- hire , and
other key performance indicators to help them make sound strategic
business decisions.
"HR Vision was recently selected by...

19/ 3,K/ 39
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

11049457 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Building an efficient HR base

John Lau; Omar Ismail
NEW STRAITS TIMES (MALAYSIA)
May 16, 2000
JOURNAL CODE: FNST LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 875

... beyond administration and operation roles to recognise their significance as strategic business partners of the organisation instead. Strategic manpower benchmarking (SMB) is a methodology that audits an organisation's human capital investment by linking its employees' compatibility to their ability.

Very often, promotion and development programmes are decided based on performance ratings and competency assessments plus some credit from years of service and paper qualification.

19/3,K/41
DIALOG(R)File 20:Dialog Global Reporter
(c) 2008 Dialog. All rts. reserv.

07336721 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Retention Management
A first-ever AIMA study reveals the best practices in keeping your human capital.

R. Sukumar
BUSINESS TODAY (INDIA), p102
July 22, 1999
JOURNAL CODE: WBTI LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 3075

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... building, career-counselling, and designing best-in-industry compensation-packages important at the junior level; promoting from within, instituting objective appraisal systems, and team- and culture-building at the middle level; designing better compensation-packages, and helping employees grow into leaders at the senior level; and empowering employees, and sharing the organisational vision...

19/3,K/52
DIALOG(R)File 20:Dialog Global Reporter

(c) 2008 Dialog. All rts. reserv.

02750895 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Carleton Announces "Pure-Start" and "Pure-Success" Consulting Programs

BUSINESS WIRE

September 09, 1998

JOURNAL CODE: WBWE LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 551

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... Carleton Professional Services staff.

--Provides customers with a structured implementation program necessary to meet project goals and objectives .

--Enables customers to meet tight deadline constraints and offers a "deliverables driven" approach.

--Provides knowledge transfer to help companies remain self-sufficient after project completion.

About Carleton

Carleton provides data integration...

~ ~ Full text NPL files - 2

19/3,K/3 (Item 3 from file: 610)

DIALOG(R)File 610:Business Wire

(c) 2008 Business Wire. All rts. reserv.

00849950 20030210041B8767 (USE FORMAT 7 FOR FULLTEXT)

Marketing Career Paths: Pharmaceutical Companies Share Strategies for

Retaining Talent

Business Wire

Monday, February 10, 2003 13:30 EST

JOURNAL CODE: BW LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

DOCUMENT TYPE: NEWswire

WORD COUNT: 372

Key findings include: -- Retention, Advancement and Compensation Strategies:

Benchmark partners use a variety of tactics to retain top talent including promotions, competitive compensation packages...

...learning opportunities, employee recognition, and increasing levels of responsibility

and ownership. -- Recruiting and Hiring Tactics: Benchmark companies use

a competency-based screening approach to hire marketing talent - recruiting for specific skill...

...business school

graduates and candidates from other firms to fill openings in the marketing function. -- Employee Development : Leading companies augment traditional

career paths through employee development initiatives that range from

mentoring opportunities to job rotation. With rotation programs, companies move marketing employees through a variety of assignments to expand their

understanding of marketing disciplines and build leadership skills .

Mature marketing career planning systems also include formal training, skills

inventories, and talent analysis components in addition to such basics as compensation guidelines and performance...

19/3,K/10 (Item 2 from file: 613)

DIALOG(R)File 613:PR Newswire

(c) 2008 PR Newswire Association Inc. All rts. reserv.

00979514 20030512NEM010 (USE FORMAT 7 FOR FULLTEXT)

Worldwide Recruiting and Staffing Services

PR Newswire

Monday, May 12, 2003 08:05 EDT

JOURNAL CODE: PR LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

DOCUMENT TYPE: NEWSWIRE

WORD COUNT: 674

TEXT:

...and staffing services, we expect

the market to stabilize and return to growth over the forecast period as economies recover," said Marc Pramuk, senior analyst for HR Management and

Staffing Services at IDC. "Greater opportunities abound for providers of comprehensive hiring process automation - especially as the scope of these offerings expands to include internal hires as well as external applicants and

as it links more strongly with clients' efforts to address retention, performance measurement, and workforce optimization."

Among the key market trends presented in this new study are...

...terrorism around the globe. A key obstacle impeding growth in hiring is the need for organizations to maximize their return on investments in

the workforce . Yet the lack of generally accepted metrics and performance benchmarks inhibit the ability of HR organizations to

maximize this return.

IDC expects the recruiting and staffing services market to continue to face soft hiring demand in 2003 before returning to historical...

...performance management as an emerging opportunity.

The IDC study, Worldwide and U.S. Recruiting and Staffing Services Forecast, 2003-2007, (IDC #29162), presents the 2002 market sizing and a five-year forecast for...

19/3,K/12 (Item 4 from file: 613)
DIALOG(R)File 613:PR Newswire
(c) 2008 PR Newswire Association Inc. All rts. reserv.

00958075 20030401NETU018 (USE FORMAT 7 FOR FULLTEXT)
SkillSoft Seminar Series Addresses the Use of Blended
PR Newswire
Tuesday, April 1, 2003 09:36 EST
JOURNAL CODE: PR LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
DOCUMENT TYPE: NEWswire
WORD COUNT: 1,026

TEXT:

...and referenceware for business and IT professionals, today announced a seminar series designed to assist human resources and training executives in the development of blended learning strategies for immediate impact on employee performance and demonstrated return on investment. The seminar series will be delivered in 35 major...

...how companies such as Bechtel, IBM, Cargill, and Unisys have implemented similar models to support employees' long-term development goals, as well as just-in-time information needs

All seminar attendees will receive supplemental resources, including detailed templates for a variety of practical...

...resources - can be very effective in meeting both formal and informal training needs and gives employees more choice," continued Woodall. "Furthermore, organizations can utilize learning resources to solve on-the-job problems and daily information needs."

"Corporate learning is in a time of transformation," said Karen Petersack, associate dean of technology for Unisys University. "We're moving to training programs that promote ongoing learning as opposed to isolated learning activities. Furthermore, most training executives are focusing increasingly on performance and productivity impact and other bottom-line business measurements, in addition to cost savings." Unisys University currently includes more than 200 active blended learning curricula paths encompassing both technical and business skills development. More than 7,000 employees worldwide are currently enrolled in Unisys University, and more than 3,500 have completed one or more curricula paths.

Seminar Schedule

On-site registration for the free seminars is from 8:00 a.m...

~ ~ Full text NPL files - 3

22/ 3,K/ 3 (Item 3 from file: 996)
DIALOG(R)File 996:NewsRoom 2000-2003
(c) 2008 Dialog. All rts. reserv.

0682028358 168N0VQ5
Management of performance.
Roslina Ab Wahid
New Straits Times, p02-EX
Saturday, August 9, 2003
JOURNAL CODE: ADFG LANGUAGE: English RECORD TYPE: Fulltext
DOCUMENT TYPE: Newspaper
WORD COUNT: 1,235

TEXT:

...of appropriate performance goals and measures for the organisation, key processes, functions, and for individual employees, * appraisals and personal development planning, * learning, knowledge and development activities, * various forms of performance-related pay, * working to the business...techniques used would include selection and training techniques, training needs analysis, merit rating, improvement teams, human resource planning, and performance-related pay. Performance control. In order for an organisation to control its performance...

22/ 3,K/ 11 (Item 1 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)
(c) 2008 ProQuest Info&Learning. All rts. reserv.

02241224 84987055

Benchmarking the best practices of non-corporate R&D organizations
Nath, Pradosh; Mrinalini, N
Benchmarking v7n2 PP: 86-97 2000
ISSN: 1463-5771 JRNL CODE: BCHK
WORD COUNT: 5240

...TEXT: us take up the process of knowledge delivery system before we discuss the process of human resource development . This will help us to take the thread from the discussion on project selection.

This is commonly known as the problem of technology transfer. In the benchmarking context this is because of the absence of suitable practices enhancing RTO-industry linkages . No wide varieties of practices are found for the knowledge delivery system. Other than the...

...It has been observed that in an RTO, client-funded projects have fewer problems with knowledge transfer because such projects are closely monitored and understood by the clients at each stage of...

...those RTOs which have transformed themselves to totally client-oriented organizations also face far fewer knowledge transfer -related problems. The essence of these observations is that the practice of encouraging prospective client's participation in the R&D facilitates the process of knowledge transfer to the client.

Human resource development

RTOs are in the business of generation and dissemination of knowledge. Knowledge is accumulated in...

22/ 3,K/ 15 (Item 5 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2008 ProQuest Info&Learning. All rts. reserv.

00285070 85-25504

Planning with People in Mind
Mills, D. Quinn
Harvard Business Review v63n4 PP: 97-105 Jul/Aug 1985
ISSN: 0017-8012 JRNL CODE: HBR

ABSTRACT: A growing number of companies are realizing the effect of human resource planning on corporate performance and are implementing

long-range systematic people planning. Senior executives are adopting innovative efforts to improve morale and corporate performance that supplement traditional hiring and promotion activities. A survey of planning practices suggests that companies that conduct people planning do so...

...The survey also illustrates the diversity of planning methods used and the different stages of human resource planning. In the most advanced stage, people planning is an important part of the long-range...

...form people planning takes, it is imperative to involve line managers in the process. A human resource planning process model stresses the importance of: 1. identifying and obtaining the right number of people with the proper skills, 2. motivating them, and 3. forging interactive links between business objectives and people-planning activities.

22/3,K/16 (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2008 ProQuest Info&Learning. All rts. reserv.

00266569 85-07002
Management Development - "An Island of Change"
Smith, Barry
Journal of Management Development v3n3 PP: 26-38 1984
ISSN: 0262-1711 JRNL CODE: JMD

ABSTRACT: Human resources development should be an integral part of an organization's overall strategic planning. A model is presented that takes a planned approach to people development. The model links organizational objectives with individual aspirations and allows flexible response to change. Human resource development implies a belief in self development and a commitment to promoting and rewarding managers' people development skills and efforts. Mobil Oil Australia has responded to the challenge and responsibility of human resource development in the belief that the responsibility for people development must be shared between each individual...

...process includes goal setting, appraisal, and developmental planning. The company continually reassesses and updates its human resource development program to meet changing needs.

22/3,K/25 (Item 7 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2008 The Gale Group. All rts. reserv.

06797341 SUPPLIER NUMBER: 14940133 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Using knowledge, skill and ability (KSA) data to identify career pathing

opportunities: an application of job analysis to internal manpower planning.

Wooten, William

Public Personnel Management, v22, n4, p551(13)

Winter, 1993

ISSN: 0091-0260 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT

WORD COUNT: 4938 LINE COUNT: 00404

... is referenced to both training and selection criteria, is very useful in identifying such career paths. Not only can the specific training needs be developed, but time in grade standards could be developed for maximum development. Consequently, the methodological approach described here shows a great deal of promise in the area of manpower planning and other placement and staffing problems.

It also needs to be pointed out that these relationships might have been missed be useful in this application of internal manpower planning. The approach provides the critical data required for the establishment and implementation of broad career...

~ ~ Full text NPL files - 4

18/3,K/6 (Item 1 from file: 621)

DIALOG(R) File 621: Gale Group New Prod. Annou.(R)

(c) 2008 The Gale Group. All rts. reserv.

04087974 Supplier Number: 131733378 (USE FORMAT 007 FOR FULLTEXT)

SkillSoft Seminar Series Addresses the Use of Blended Learning for Formal

and Informal Employee Training; Free Seminars in 35 U.S. and Canadian

Cities Designed to Help Companies Develop Learning Models for Highest

Impact on Employee Performance.

PR Newswire, pNA

April 1, 2003

Language: English Record Type: Fulltext

Document Type: Newswire; Trade

Word Count: 862

... resources - can be very effective in meeting both formal and

informal training needs and gives employees more choice," continued Woodall. "Furthermore, organizations can utilize learning resources to solve on-the-job problems and daily information needs."

"Corporate learning is in a time of transformation," said Karen Petersack, associate dean of technology for Unisys University. "We're moving to training programs that promote ongoing learning as opposed to isolated learning activities. Furthermore, most training executives are focusing increasingly on performance and productivity impact and other bottom-line business measurements, in addition to cost savings." Unisys University currently includes more than 200 active blended learning curricula paths encompassing both technical and business skills development. More than 7,000 employees worldwide are currently enrolled in Unisys University, and more than 3,500 have completed one or more curricula paths.

Seminar Schedule

On-site registration for the free seminars is from 8:00 a.m...

18/3/K/18 (Item 7 from file: 636)
DIALOG(R) File 636: Gale Group Newsletter DB(TM)
(c) 2008 The Gale Group. All rights reserved.

02476449 Supplier Number: 44964881 (USE FORMAT 7 FOR FULLTEXT)
LONG-RANGE OPPORTUNITIES
Set-Aside Alert, v2, n12, pN/A
Sept 1, 1994
Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 2767

(USE FORMAT 7 FOR FULLTEXT)

ABSTRACT:

TEXT:

...Repair demonstration system. This project is being considered for a small business set aside. The goal of the project is to provide fast and accurate battle damage end repair information for...

...business. Potential offerors must have demonstrated experience in software development, computer-user interface development, diagnostics, knowledge of USAF maintenance environment, ABDAR, Interactive Electronic

Technical Manual (IETM) specifications, and graphical interchange specifications. All respondents should include their assigned Commercial and Government Entity (CAGE) Code. Respondents must also include a complete

capability/qualification package...and the Air Force is still preparing

agreements with each nation. Work would consist of planning and installing 24 arrays, establishing communications, training host country personnel in the operation and maintenance of the seismic arrays, and maintenance, configuration control, and logistics support for the arrays during the initial period of operation. Value of...

18/3/K/19 (Item 1 from file: 249)
DIALOG(R) File 249: Mgt. & Mktg. Abs.
(c) 2007 Pira International. All rts. reserv.

00139232 Pira Acc. Num.: 8747867 Pira Abstract Numbers: 04-89-02125
Title: STEMMING TURNOVER IN PUBLIC RELATIONS FIRMS
Authors: Glazier A S
Source: Publ. Relat. J. vol. 45, no. 2, Feb. 1989, pp 23-25, 38
ISSN: 0033-3670
Publication Year: 1989
Document Type: Journal Article
Record Type: ABSTRACT
Language: English

Abstract: Turnover/reactive hiring problems result from a combination of inadequately defined and communicated organisational structures and short-sighted recruitment, interviewing and employment evaluation techniques. A firm's personnel structure must adequately serve its business strategy but also encourage valuable employees to make a long-term commitment to the organisation. A firm's structure must be planned to accommodate organisational growth and what career paths will be available for the growth of the individual employee. The set up and options...

... terms to those at every level. Interviewers should learn to concentrate upon candidates' talents, capabilities, goals and potentialities rather than platitudes. Constructive, ongoing performance measurement is an invaluable aid in controlling...